

# Job Posting Analytics

Lightcast Q3 2025 Data Set

September 2025

## SCPa Works



Pennsylvania

# Parameters

Select Timeframe: Aug 2025 - Aug 2025

Regions:

Code	Description
42001	Adams County, PA
42041	Cumberland County, PA
42043	Dauphin County, PA
42055	Franklin County, PA

Code	Description
42067	Juniata County, PA
42075	Lebanon County, PA
42099	Perry County, PA
42133	York County, PA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

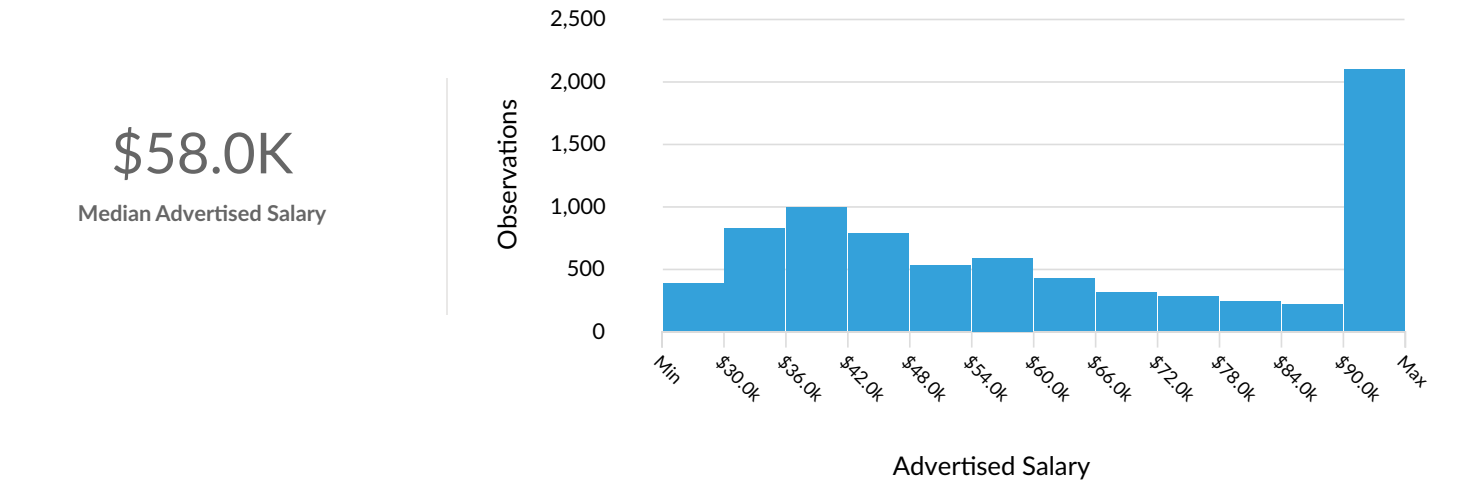
Posting Type: Newly Posted

# Job Postings Overview



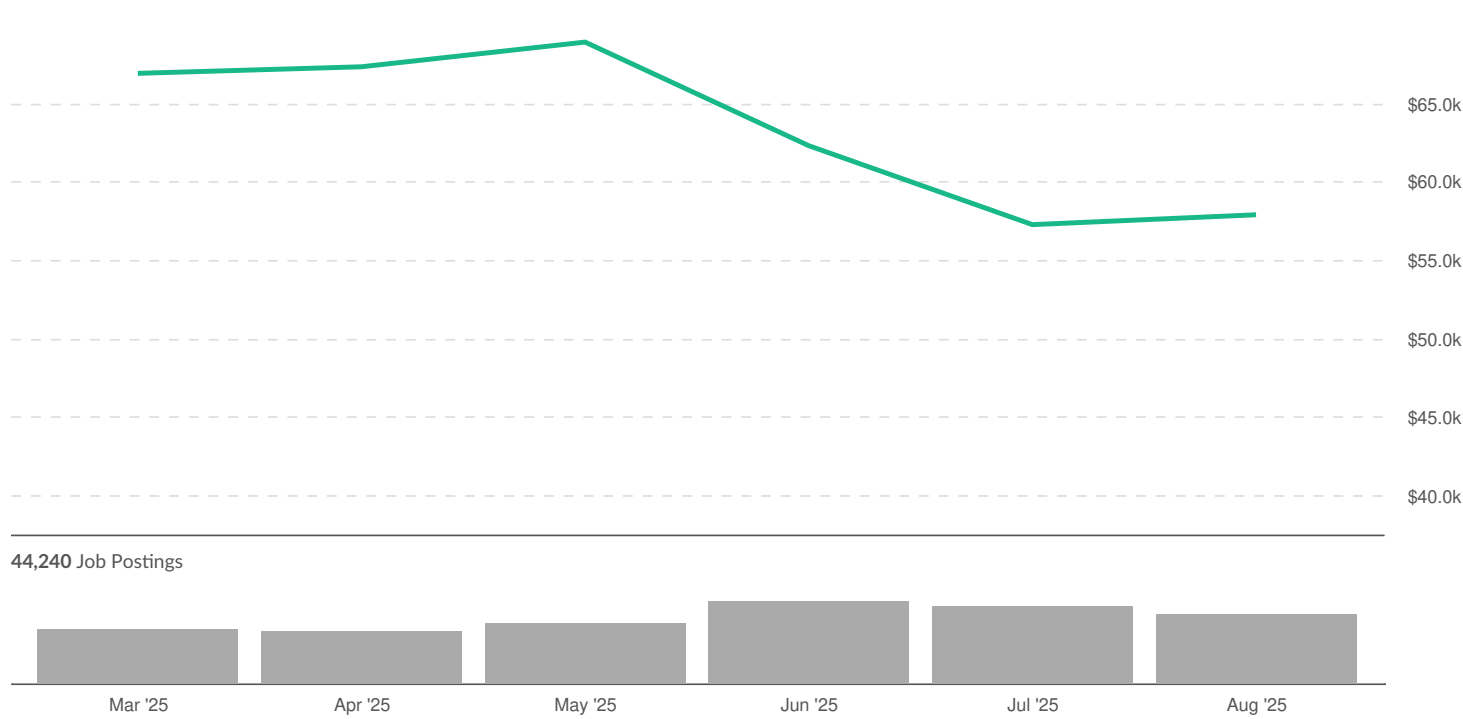
## Advertised Salary

There are 7,635 advertised salary observations (48% of the 15,786 matching postings).

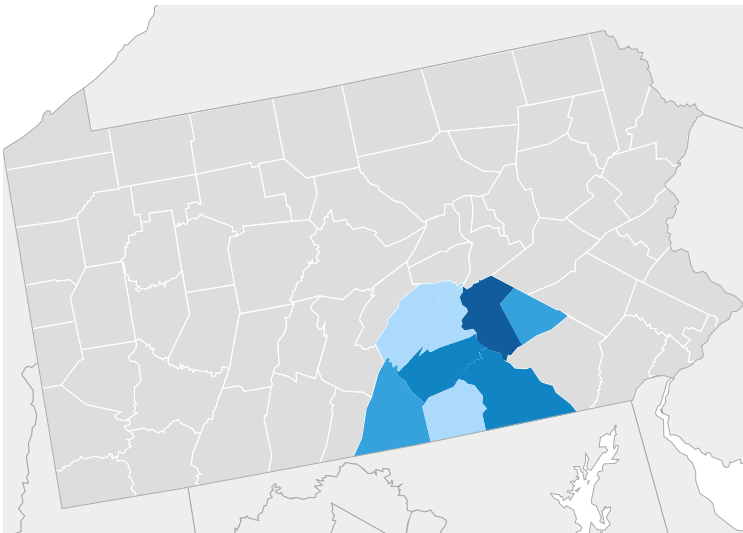


# Advertised Salary Trend

▼ 13.5% Mar 2025 – Aug 2025  
\$62.4k Median



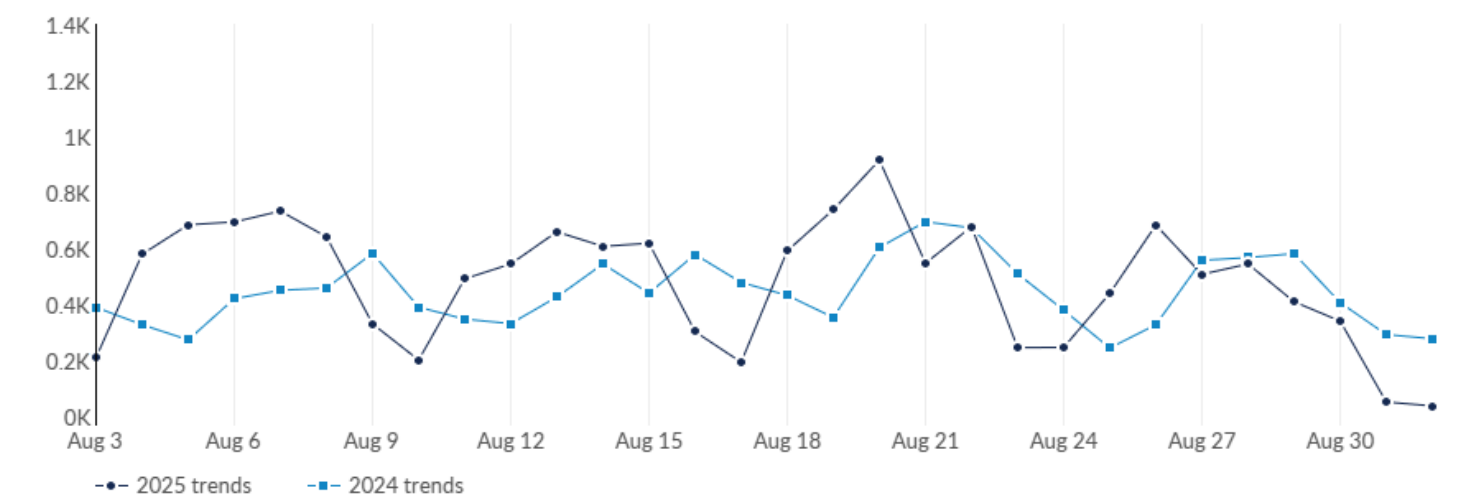
# Job Postings Regional Breakdown



County	Unique Postings (Aug 2025)
Dauphin County, PA	5,694
York County, PA	3,789
Cumberland County, PA	2,801
Lebanon County, PA	1,382
Franklin County, PA	1,187

# Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
August 3, 2025	211	390	-45.9%
August 4, 2025	580	328	+76.8%
August 5, 2025	685	274	+150.0%
August 6, 2025	695	421	+65.1%
August 7, 2025	734	451	+62.7%
August 8, 2025	642	459	+39.9%
August 9, 2025	331	583	-43.2%
August 10, 2025	202	391	-48.3%
August 11, 2025	492	348	+41.4%
August 12, 2025	545	332	+64.2%
August 13, 2025	660	427	+54.6%
August 14, 2025	608	545	+11.6%
August 15, 2025	619	441	+40.4%
August 16, 2025	303	579	-47.7%
August 17, 2025	194	479	-59.5%
August 18, 2025	592	433	+36.7%
August 19, 2025	739	354	+108.8%
August 20, 2025	916	604	+51.7%

August 21, 2025	548	696	-21.3%
August 22, 2025	678	674	+0.6%
August 23, 2025	246	510	-51.8%
August 24, 2025	247	380	-35.0%
August 25, 2025	440	245	+79.6%
August 26, 2025	684	328	+108.5%
August 27, 2025	508	558	-9.0%
August 28, 2025	545	568	-4.0%
August 29, 2025	410	582	-29.6%
August 30, 2025	341	407	-16.2%
August 31, 2025	52	293	-82.3%
September 1, 2025	38	278	-86.3%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	7,378	47%
High school or GED	4,098	26%
Associate's degree	1,377	9%
Bachelor's degree	3,693	23%
Master's degree	1,038	7%
Ph.D. or professional degree	361	2%

# Minimum Education Breakdown











Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	4,098	0	26%
Associate's degree	973	277	6%
Bachelor's degree	2,821	801	18%
Master's degree	343	629	2%
Ph.D. or professional degree	173	188	1%

# Experience Breakdown











Minimum Experience	Unique Postings	% of Total
No Experience Listed	8,082	51%
0 - 1 Years	2,948	19%
2 - 3 Years	2,600	16%
4 - 6 Years	1,478	9%
7 - 9 Years	386	2%
10+ Years	292	2%











# Top Companies Posting

	Total/Unique (Aug 2025)	Posting Intensity	Median Posting Duration
Wellspan Health	765 / 533	1 : 1 	21 days
University of Pittsburgh Medical Center	713 / 412	2 : 1 	17 days
Commonwealth Of Pennsylvania	643 / 396	2 : 1 	16 days
Penn State Health	665 / 303	2 : 1 	17 days
Aerotek	414 / 249	2 : 1 	17 days
Soliant Health	240 / 223	1 : 1 	17 days
CVS Health	320 / 186	2 : 1 	15 days
Pennsylvania State University	184 / 138	1 : 1 	12 days
GPAC	196 / 113	2 : 1 	16 days
BAYADA Home Health Care	162 / 103	2 : 1 	17 days






# Top Cities Posting










City	Total/Unique (Aug 2025)	Posting Intensity	Median Posting Duration
Harrisburg, PA	5,422 / 3,973	1 : 1 	16 days
York, PA	3,150 / 2,148	1 : 1 	17 days
Mechanicsburg, PA	1,267 / 866	1 : 1 	17 days
Hershey, PA	1,383 / 824	2 : 1 	17 days
Lebanon, PA	904 / 726	1 : 1 	19 days
Chambersburg, PA	1,043 / 691	2 : 1 	17 days
Carlisle, PA	948 / 666	1 : 1 	18 days
Camp Hill, PA	803 / 549	1 : 1 	17 days
Hanover, PA	691 / 486	1 : 1 	18 days
Gettysburg, PA	590 / 371	2 : 1 	18 days

# Top Posted Occupations

	Total/Unique (Aug 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	2,323 / 1,260	2 : 1 	17 days
Heavy and Tractor-Trailer Truck Drivers	672 / 545	1 : 1 	18 days
Retail Salespersons	598 / 368	2 : 1 	17 days
Home Health and Personal Care Aides	365 / 300	1 : 1 	21 days
Laborers and Freight, Stock, and Material Movers, Hand	421 / 293	1 : 1 	17 days
Licensed Practical and Licensed Vocational Nurses	423 / 286	1 : 1 	17 days
Customer Service Representatives	362 / 254	1 : 1 	17 days
Maintenance and Repair Workers, General	311 / 211	1 : 1 	17 days
Production Workers, All Other	323 / 202	2 : 1 	18 days
First-Line Supervisors of Retail Sales Workers	244 / 191	1 : 1 	17 days

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Aug 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	2,086 / 1,165	2 : 1 	17 days
Heavy and Tractor-Trailer Truck Drivers	672 / 545	1 : 1 	18 days
Retail Salespersons	598 / 368	2 : 1 	17 days
Licensed Practical and Licensed Vocational Nurses	423 / 286	1 : 1 	17 days
Laborers and Freight, Stock, and Material Movers, Hand	411 / 283	1 : 1 	17 days
Customer Service Representatives	362 / 254	1 : 1 	17 days
Maintenance and Repair Workers, General	311 / 211	1 : 1 	17 days
Production Workers, All Other	323 / 202	2 : 1 	18 days
First-Line Supervisors of Retail Sales Workers	244 / 191	1 : 1 	17 days
Medical and Health Services Managers	267 / 168	2 : 1 	17 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	201 / 163	1 : 1 	15 days
Personal Care Aides	208 / 157	1 : 1 	21 days
Radiologic Technologists and Technicians	225 / 155	1 : 1 	17 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	251 / 154	2 : 1 	16 days
Software Developers	171 / 152	1 : 1 	14 days
Physical Therapists	237 / 150	2 : 1 	17 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	200 / 150	1 : 1 	21 days
General and Operations Managers	192 / 145	1 : 1 	16 days
Merchandise Displayers and Window Trimmers	203 / 143	1 : 1 	19 days
Home Health Aides	155 / 141	1 : 1 	21 days
Nursing Assistants	220 / 135	2 : 1 	17 days
First-Line Supervisors of Office and Administrative Support Workers	179 / 133	1 : 1 	17 days
Patient Representatives	227 / 130	2 : 1 	17 days
Speech-Language Pathologists	152 / 121	1 : 1 	18 days

Sales Managers	143 / 120	1 : 1		16 days
Packers and Packagers, Hand	230 / 119	2 : 1		18 days
Industrial Truck and Tractor Operators	196 / 115	2 : 1		18 days
Security Guards	176 / 110	2 : 1		18 days
Magnetic Resonance Imaging Technologists	134 / 107	1 : 1		17 days
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	128 / 102	1 : 1		17 days
Marketing Managers	110 / 101	1 : 1		14 days
Project Management Specialists	124 / 98	1 : 1		14 days
Fast Food and Counter Workers	120 / 97	1 : 1		16 days
Stockers and Order Fillers	145 / 96	2 : 1		16 days
Managers, All Other	111 / 89	1 : 1		12 days
Accountants and Auditors	123 / 89	1 : 1		16 days
Shipping, Receiving, and Inventory Clerks	131 / 89	1 : 1		17 days
Financial Managers	119 / 85	1 : 1		15 days
Human Resources Specialists	105 / 85	1 : 1		19 days
Maids and Housekeeping Cleaners	104 / 84	1 : 1		23 days
Food Service Managers	105 / 83	1 : 1		19 days
Teaching Assistants, All Other	92 / 83	1 : 1		21 days
Driver/Sales Workers	95 / 83	1 : 1		18 days
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	99 / 81	1 : 1		16 days
Medical Assistants	103 / 79	1 : 1		18 days
First-Line Supervisors of Food Preparation and Serving Workers	115 / 79	1 : 1		17 days
Critical Care Nurses	210 / 78	3 : 1		17 days
Nurse Practitioners	116 / 78	1 : 1		17 days
Physicians, All Other	127 / 73	2 : 1		17 days







# Top Posted Occupations











Occupation	Total/Unique (Aug 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	2,200 / 1,175	2 : 1 	17 days
Tractor-Trailer Truck Driver	672 / 545	1 : 1 	18 days
Retail Sales Associate	594 / 365	2 : 1 	17 days
Licensed Practical / Vocational Nurse	423 / 286	1 : 1 	17 days
Physician	401 / 272	1 : 1 	17 days
Radiologic Technician / Technologist	359 / 262	1 : 1 	17 days
Warehouse Worker	361 / 254	1 : 1 	17 days
Customer Service Representative	362 / 254	1 : 1 	17 days
Sales Representative	253 / 206	1 : 1 	16 days
Retail Store Manager / Supervisor	246 / 192	1 : 1 	17 days
Building and General Maintenance Technician	271 / 179	2 : 1 	17 days
Office / Administrative Assistant	262 / 163	2 : 1 	16 days
Caregiver / Personal Care Aide	209 / 158	1 : 1 	21 days
Physical Therapist	237 / 150	2 : 1 	17 days
Janitor / Cleaner	200 / 150	1 : 1 	21 days
Manufacturing Machine Operator	236 / 148	2 : 1 	18 days
Merchandiser	203 / 143	1 : 1 	19 days
Home Health Aide	155 / 141	1 : 1 	21 days
Business Development / Sales Manager	161 / 133	1 : 1 	17 days
Software Developer / Engineer	149 / 131	1 : 1 	13 days
Fast Food / Counter Worker	156 / 125	1 : 1 	16 days
Packager	232 / 121	2 : 1 	18 days
Speech Language Pathologist	152 / 121	1 : 1 	18 days
Security Officer	192 / 120	2 : 1 	20 days
Registrar / Patient Service Representative	211 / 118	2 : 1 	17 days
Forklift / Pallet Jack Operator	199 / 116	2 : 1 	18 days

Nursing Assistant	193 / 115	2 : 1		17 days
Teacher Assistant	126 / 111	1 : 1		21 days
Project Manager	122 / 96	1 : 1		14 days
Stocking Clerk	144 / 95	2 : 1		16 days
Healthcare Administrator	153 / 91	2 : 1		16 days
Operations Manager / Supervisor	116 / 90	1 : 1		15 days
Production Worker	130 / 88	1 : 1		18 days
Maid / Housekeeping Staff	104 / 84	1 : 1		23 days
Nurse Practitioner	120 / 81	1 : 1		17 days
Medical Assistant	104 / 80	1 : 1		17 days
Business / Management Analyst	100 / 79	1 : 1		15 days
Restaurant / Food Service Supervisor	115 / 79	1 : 1		17 days
Restaurant / Food Service Manager	98 / 77	1 : 1		19 days
Account Manager / Representative	94 / 76	1 : 1		15 days
Sales Delivery Driver	86 / 74	1 : 1		20 days
Waiter / Waitress	95 / 72	1 : 1		21 days
Customer Service Manager	89 / 71	1 : 1		13 days
Busser / Banquet Worker / Cafeteria Attendant	93 / 71	1 : 1		22 days
Program Manager	87 / 70	1 : 1		12 days
Nursing Manager / Supervisor	103 / 70	1 : 1		17 days
Quality Inspector / Technician	103 / 70	1 : 1		18 days
Construction Manager	88 / 68	1 : 1		16 days
Automotive Service Technician / Mechanic	78 / 66	1 : 1		19 days
Scheduler / Operations Coordinator	75 / 61	1 : 1		16 days

# Top Posted Job Titles

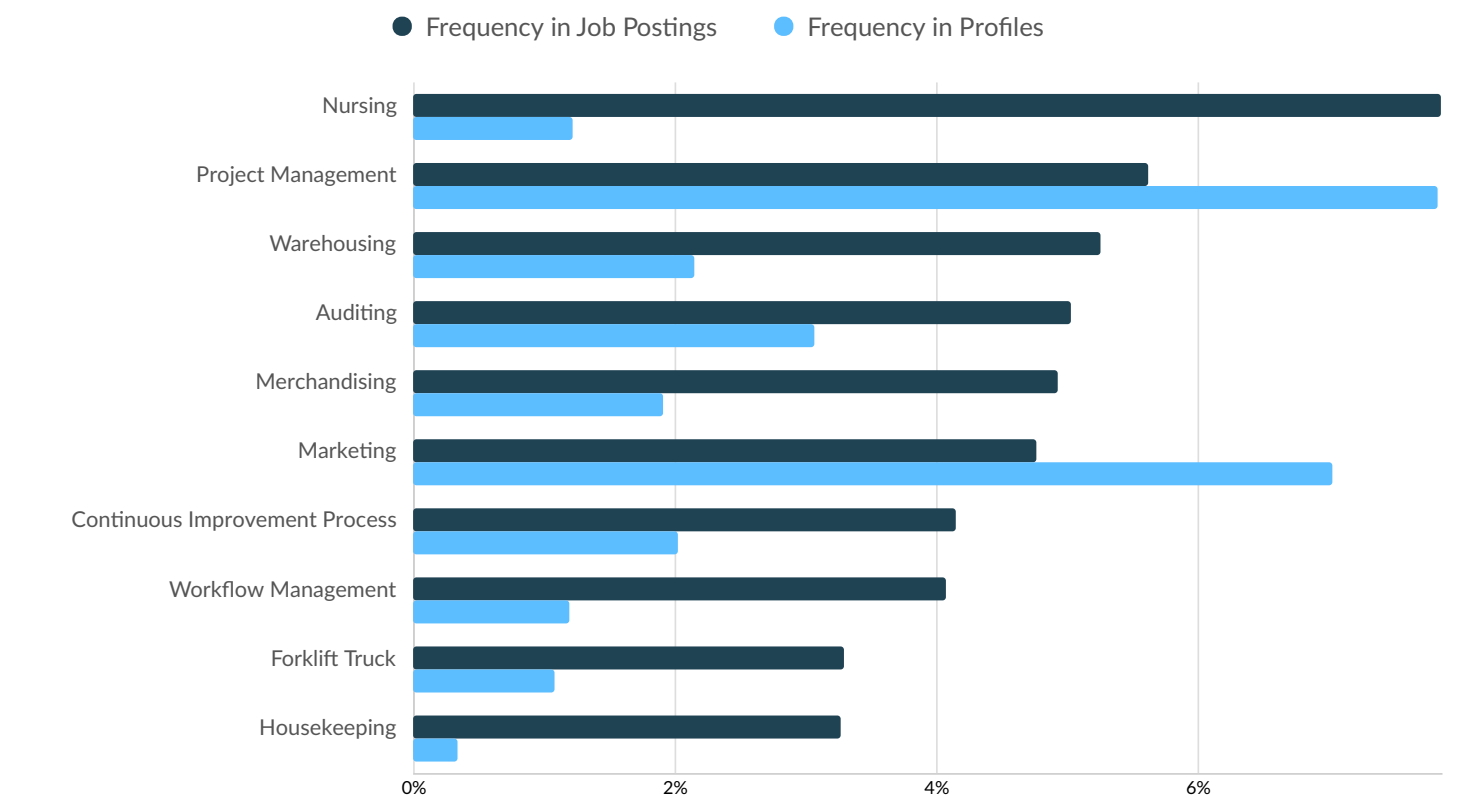
	Total/Unique (Aug 2025)	Posting Intensity	Median Posting Duration
Licensed Practical Nurses	162 / 102	2 : 1 	17 days
CDL-A Truck Drivers	125 / 98	1 : 1 	18 days
Forklift Operators	158 / 92	2 : 1 	17 days
Maintenance Technicians	145 / 91	2 : 1 	17 days
Company Tanker Truck Drivers	84 / 82	1 : 1 	n/a
Professional Staff Nurses	126 / 81	2 : 1 	17 days
Tanker Drivers	83 / 81	1 : 1 	n/a
Caregivers	84 / 75	1 : 1 	21 days
Speech Language Pathologists	87 / 72	1 : 1 	18 days
Travel Registered Nurses	140 / 69	2 : 1 	16 days

# Top Industries

	Total/Unique (Aug 2025)	Posting Intensity	Median Posting Duration
Unclassified Industry	2,681 / 2,197	1 : 1 	19 days
Employment Placement Agencies	2,142 / 1,450	1 : 1 	17 days
Temporary Help Services	1,077 / 742	1 : 1 	17 days
Offices of Physicians (except Mental Health Specialists)	894 / 637	1 : 1 	18 days
General Medical and Surgical Hospitals	982 / 636	2 : 1 	16 days
Home Health Care Services	800 / 455	2 : 1 	17 days
Administration of Public Health Programs	643 / 396	2 : 1 	16 days
Offices of Mental Health Practitioners (except Physicians)	708 / 344	2 : 1 	17 days
Colleges, Universities, and Professional Schools	378 / 277	1 : 1 	15 days
Pharmacies and Drug Retailers	334 / 192	2 : 1 	15 days

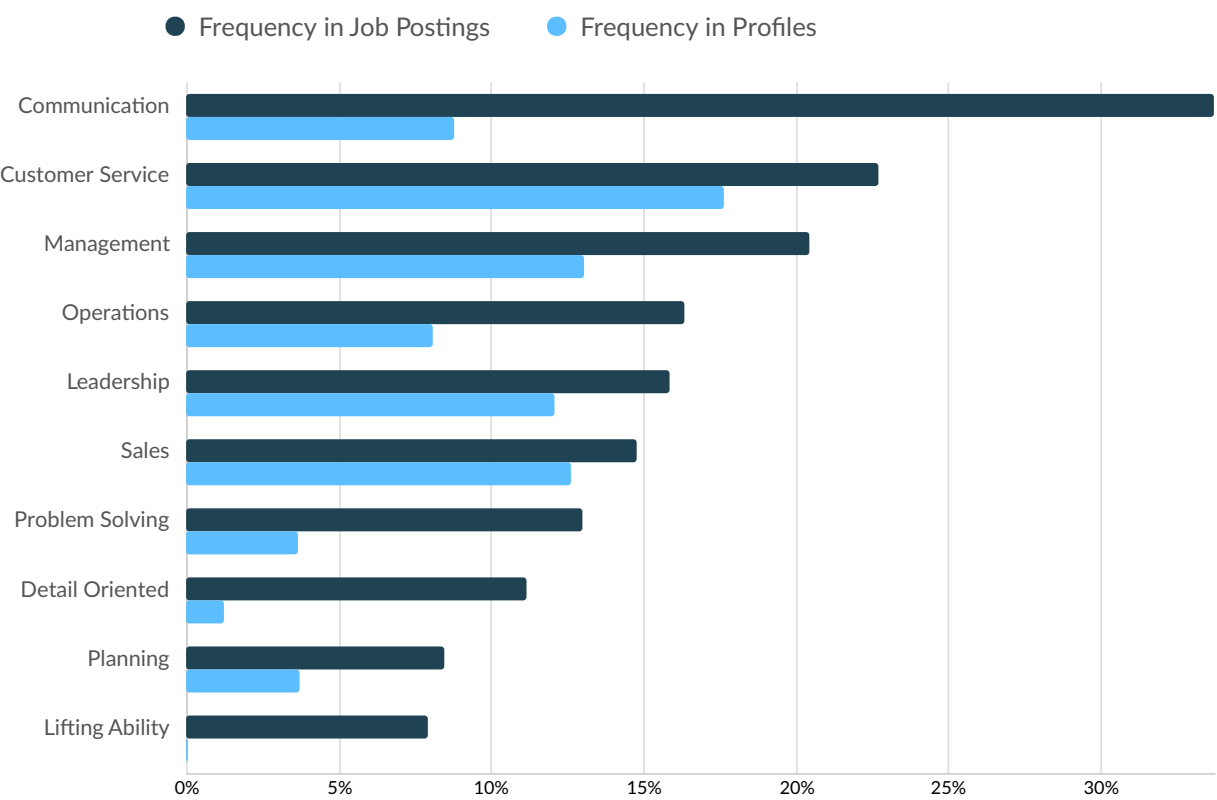


# Top Specialized Skills



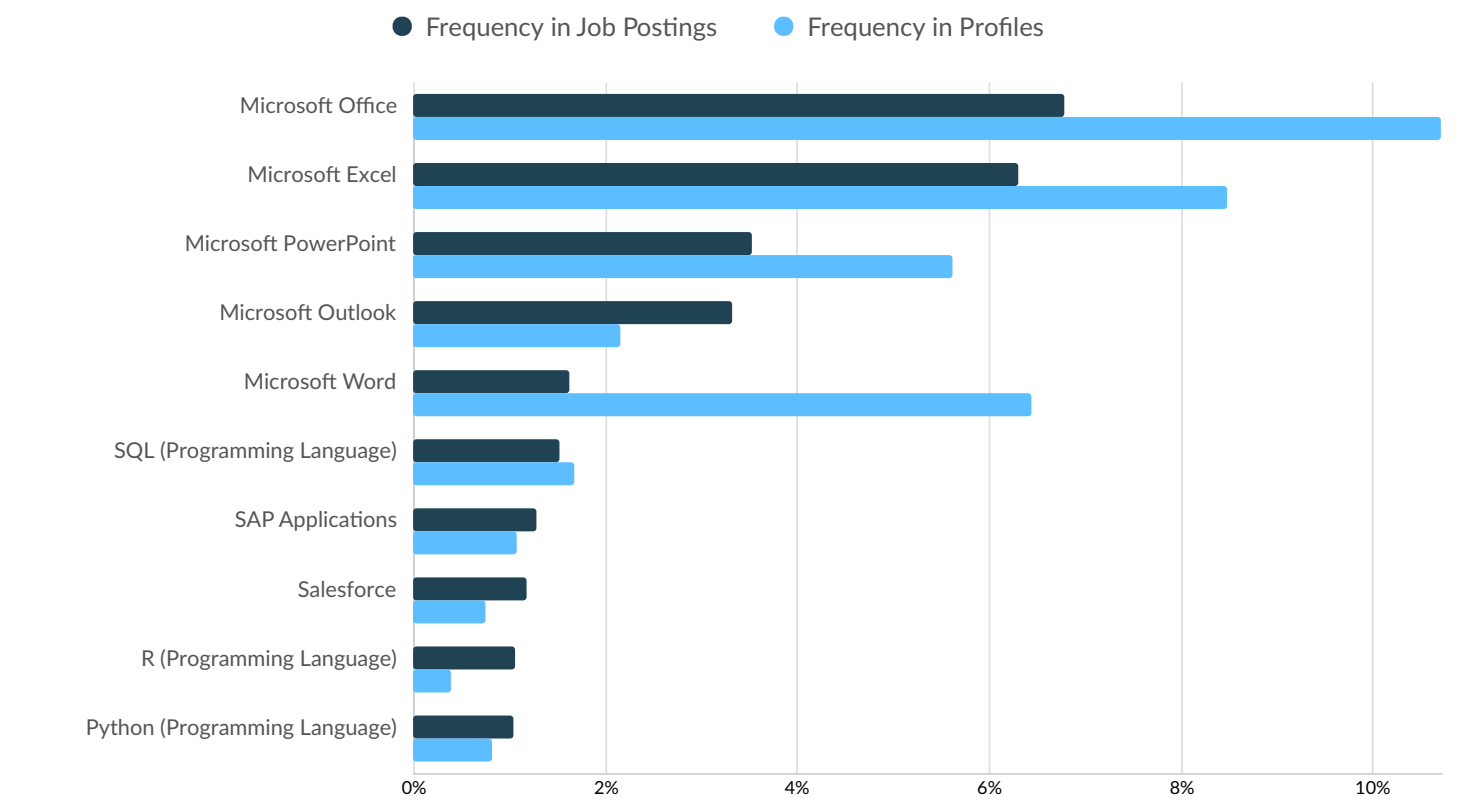
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	1,240	8%	5,486	1%	+20.1%	Rapidly Growing
Project Management	886	6%	35,278	8%	+19.8%	Rapidly Growing
Warehousing	830	5%	9,686	2%	+13.0%	Growing
Auditing	793	5%	13,779	3%	+21.8%	Rapidly Growing
Merchandising	778	5%	8,627	2%	+15.0%	Growing
Marketing	752	5%	31,642	7%	+23.0%	Rapidly Growing
Continuous Improvement Process	655	4%	9,110	2%	+23.4%	Rapidly Growing
Workflow Management	643	4%	5,373	1%	+18.0%	Growing
Forklift Truck	519	3%	4,865	1%	+5.5%	Stable
Housekeeping	515	3%	1,537	0%	+13.3%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	5,322	34%	39,515	9%	+3.6%	Lagging
Customer Service	3,589	23%	79,492	18%	+5.2%	Stable
Management	3,226	20%	58,775	13%	+5.3%	Stable
Operations	2,577	16%	36,534	8%	+8.1%	Stable
Leadership	2,507	16%	54,477	12%	+8.5%	Stable
Sales	2,330	15%	56,768	13%	+7.8%	Stable
Problem Solving	2,056	13%	16,428	4%	+11.3%	Growing
Detail Oriented	1,766	11%	5,589	1%	+7.1%	Stable
Planning	1,338	8%	16,703	4%	+10.9%	Growing
Lifting Ability	1,249	8%	133	0%	+10.6%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	1,072	7%	48,254	11%	+18.5%	Growing
Microsoft Excel	995	6%	38,243	8%	+17.7%	Growing
Microsoft PowerPoint	558	4%	25,358	6%	+26.1%	Rapidly Growing
Microsoft Outlook	525	3%	9,760	2%	+25.0%	Rapidly Growing
Microsoft Word	256	2%	29,019	6%	+7.2%	Stable
SQL (Programming Language)	240	2%	7,590	2%	+6.4%	Stable
SAP Applications	203	1%	4,891	1%	+21.6%	Rapidly Growing
Salesforce	186	1%	3,432	1%	+24.7%	Rapidly Growing
R (Programming Language)	167	1%	1,750	0%	+20.3%	Rapidly Growing
Python (Programming Language)	165	1%	3,688	1%	+24.5%	Rapidly Growing

# Top Qualifications

	Postings with Qualification
Valid Driver's License	1,671
Registered Nurse (RN)	1,234
Basic Life Support (BLS) Certification	962
Cardiopulmonary Resuscitation (CPR) Certification	400
Licensed Practical Nurse (LPN)	388
Advanced Cardiovascular Life Support (ACLS) Certification	315
Commercial Driver's License (CDL)	201
Board Certified/Board Eligible	180
Certified Nursing Assistant (CNA)	159
CDL Class A License	148

# Appendix A

## Top Posting Sources

Website	Postings on Website (Aug 2025)
indeed.com	4,338
dejobs.org	1,947
pa.gov	1,219
diversityjobs.com	807
disabledperson.com	578
joinwellspan.org	496
myworkdayjobs.com	491
craigslist.org	290
bowierecruiter.com	243
careercircle.com	238
aerotek.com	236
montgomeryvillagerecruiter.com	219
soliant.com	217
governmentjobs.com	216
healthcareers.com	215
icims.com	201
chantillyrecruiter.com	195
upmc.com	185
altoonarecruiter.com	184
lowermerionrecruiter.com	179
adp.com	170
nahnnet.org	146
msnurses.org	144
fairygodboss.com	141
hospitalcareers.com	130

# Appendix B

## Sample Postings

Client Care Supervisors — Unclassified in York, PA (Aug 2025 - Active)

Client Care Supervisor	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: York, PA	O*NET: 43-1011.00
Company: Unclassified	Job Title: Client Care Supervisors

Client Care Supervisor 3.0 3.0 out of 5 stars 1418 W Market St, York, PA 17404 From \$32,640 a year - Part-time, Full-time Genesis Home of New Beginnings 3 reviews From \$32,640 a year - Part-time, Full-time Accomplishes clients' care by assessing treatment needs; developing, monitoring, and evaluating treatment plans and progress; facilitating interdisciplinary approaches; monitoring staff performance. Admits new clients by reviewing records and applications; conducting orientations. Determines clients' requirements by completing intake interviews; determining need for therapeutic medical, psycho-social, and psychiatric evaluations; reviewing therapist evaluations, treatment objectives, and plans. Establishes treatment programs by setting schedules and routines; coordinating services being provided; arranging resources, including transportation and escort. Monitors cases by verifying clients' attendance; observing and evaluating treatments and responses; advocating for needed services and entitlements; obtaining additional resources; intervening in crises; providing personal support. Maintains clients' records by reviewing case notes; logging events and progress. Communicates clients' progress by conducting weekly interdisciplinary meetings and evaluations; disseminating results and obstacles to therapeutic team and family; identifying treatment influences. Prepares clients' discharge by reviewing and amplifying discharge plans; coordinating discharge and post-discharge requirements; orienting and training family members; providing resources. Improves staff competence by providing educational resources; balancing work requirements with learning opportunities; evaluating the application of learning to changes in treatment results. Improves treatment results by studying, evaluating, and re-designing processes; implementing changes; rewriting policies and procedures. Meets budget by monitoring expenses; implementing cost-saving actions. Prepares reports by collecting, analyzing, and summarizing treatment and results data and trends; compiling statistics; completing grant and subsidy applications. Updates job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations. Enhances department and organization reputation by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments.

#### Job Types:

#### Full-time, Part-time Pay:

From \$32,640.00 per year

#### Benefits:

Employee assistance program Flexible schedule Paid time off

#### Schedule:

4 hour shift 8 hour shift Ability to

#### Commute:

York, PA 17404 (Preferred) Ability to

#### Relocate:

York, PA 17404: Relocate before starting work (Preferred)

#### Work Location:

In person



Data Engineers — Ahold in Carlisle, PA (Aug 2025 - Active)

Data Engineer II Data Engineer II	
Link to Live Job Posting: <a href="https://www.fairygodboss.com">fairygodboss.com</a>	
Location: Carlisle, PA	O*NET: 15-1242.00
Company: Ahold	Job Title: Data Engineers
<p>Data Engineer II Ahold Delhaize USA 4.4 ( ) Carlisle, PA on company site Why you should apply for a job to</p> <p>Ahold Delhaize USA :</p> <p>4.4/5 in overall job satisfaction 4.6/5 in supportive management 81% say women are treated fairly and equally to men 90% would recommend this company to other women 62% say the CEO supports gender diversity Ratings are based on anonymous reviews by Fairygodboss members. See all reviews</p> <p>Hybrid Workplace Policy:</p> <p>Associates can work remotely up to two days per week, with three days spent collaborating in the office.</p> <p>Parental Leave:</p> <p>Eligible associates can receive up to 8 weeks of paid parental leave, starting after short-term disability leave ends. We offer 9 EmPact (empowering impact) Networks for growth, networking, and mentorship, focusing on women, caregiving, and mental health. #447179_external_USA-PA-Carlisle Position summary architecture is consistent throughout ongoing projects. They engage through the entire lifecycle of a project from data mapping, data pipelines, data modeling, and finally data consumption. They must be self-directed and comfortable supporting the data needs of multiple teams, systems, and products. They will learn to optimize or even re-design our company's data architecture to support our next generation of products and data initiatives. They can take on smaller projects from start to finish, work on problems of moderate scope where analysis of situations or data requires a review of a variety of factors and trace issues to their source. They develop solutions to a variety of problems of moderate scope and complexity. Our flexible/ hybrid work schedule includes 3 in-person days at one of our core locations and 2 remote days. Our core office locations include Quincy, MA, Salisbury, NC and Carlisle, PA. Applicants must be currently authorized to work in the United States on a full-time basis.</p> <p>Duties &amp; Responsibilities:</p> <p>Solves simple to moderate application errors, resolves application problems, following up promptly with all appropriate customers and IT personnel. Reviews and contributes to QA test plans and supports QA team during test execution. Participates in developing data transformation and data pipelines. Ensures change control and change management procedures are followed within the program/project as they relate to requirements. Develops BI datasets, reports, and dashboards to support decision-making within the business and IT. Able to interpret requirement documents, contributes to creating functional design documents as a part of data development life cycle. Documents all phases of work including gathering requirements, joining relationship diagrams, creating database diagrams, report layouts and other program technical specifications using current specified design standards for new or revised solutions. Relates information from various sources to draw logical conclusions. Conducts unit testing on ELT and report development. Conducts data lineage and impact analysis as a part of the change management process. Conducts data analysis (SQL, Excel, Data Discovery, etc.) on legacy systems and new data sources. Contributes to documenting reporting requirements through engagement with business process SMEs. Creates source to target data mappings for data pipelines and integration activities. Assists in identifying the impact of proposed application development/enhancements projects. Performs data profiling and process analysis to understand key source systems and uses knowledge of application features and functions to assess scope and impact of business needs. Works with business users to design, develop, test, and implement business</p>	

intelligence solutions in the Data & Analytics Platform. Implement and maintain data governance policies and procedures to ensure data quality, security and compliance.

### Qualifications:

Bachelors Degree in Computer Science or Technical field; equivalent trainings/certifications/experience equivalency will be considered 3 or more years of equivalent experience in relevant jobs or field of technology Experience with

### Azure Data Factory and Databricks Preferred Qualifications:

Masters Degree in relevant field of study preferred Additional trainings or certifications in relevant field of study preferred Experience in Agile teams and/or Product/Platform based operating model Experience in retail or grocery preferred #DICEJobs #LI-hybrid #LI-SS1

### Salary Range:

\$93,840 | \$117,300 | \$140,760 All ADUSA job offers take multiple factors into consideration including, but not limited to salary range, internal equity, a candidate's qualifications, geographic region, job-related knowledge and skills. This position is eligible for an incentive bonus based on company performance as provided by the plan terms and governing documents. At Ahold Delhaize USA, we provide services to one of the largest portfolios of grocery companies in the nation, and we're actively seeking top talent. Our team shares a common motivation to drive change, take ownership and enable our brands to better care for their customers. We thrive on supporting great local grocery brands and their strategies. Our associates are the heartbeat of our organization. We are committed to offering a welcoming work environment where all associates can succeed and thrive. Guided by our values of courage, care, teamwork, integrity (and even a little humor), we are dedicated to being a great place to work. We believe in collaboration, curiosity, and continuous learning in all that we think, create and do. While building a culture where personal and professional growth are just as important as business growth, we invest in our people, empowering them to learn, grow and deliver at all levels of the business. Why you should apply for a job to

### Ahold Delhaize USA :

4.4/5 in overall job satisfaction 4.6/5 in supportive management 81% say women are treated fairly and equally to men 90% would recommend this company to other women 62% say the CEO supports gender diversity Ratings are based on anonymous reviews by Fairygodboss members. See all reviews

### Hybrid Workplace Policy:

Associates can work remotely up to two days per week, with three days spent collaborating in the office.

### Parental Leave:

Eligible associates can receive up to 8 weeks of paid parental leave, starting after short-term disability leave ends. We offer 9 EmPact (empowering impact) Networks for growth, networking, and mentorship, focusing on women, caregiving, and mental health.

Department Managers — H&M in York, PA (Aug 2025 - Active)

Department Manager Department Manager	
Link to Live Job Posting: <a href="https://www.fairygodboss.com">fairygodboss.com</a>	
Location: York, PA	O*NET: 41-1011.00
Company: H&M	Job Title: Department Managers
<p>Department Manager H&amp;M 4 ( ) York, PA on company site Why you should apply for a job to</p> <p>H&amp;M :</p> <p>4/5 in overall job satisfaction 4/5 in supportive management 100% say women are treated fairly and equally to men 100% would recommend this company to other women Ratings are based on anonymous reviews by Fairygodboss members. See all reviews # baf9a2c3-a470-4fbf-aa5d-ebe66dfab84e Position summary elf and the H&amp;M brand positively during customer interactions Be aware of and take responsibility of your department's strengths and identifying commercial opportunities and acting on them Establish &amp; analyze sales and budget goals, creating plans to optimize results Ensure customer service is provided in all areas of the store and that your team has the ability to work towards actively promoting and selling products to customers Following up that your team is actively promoting our Customer Loyalty App (Hello Member) &amp; in-store sustainability initiatives Manage your department in a cost-efficient way Ensure correct routines in fitting room and checkout, including transaction, returns and exchanges Ensure all admin routines for both people and operations are handled in a correct way Fashion &amp; Trend Awareness Keep up-to-date with fashion scene, trends, tendencies, styles, brands, products, competitors and relevant influencers, etc Ensure your team provides product and fashion knowledge as well as other relevant information during customer interactions Team &amp; Development Responsible for recruitment, onboarding, performance management, upskilling &amp; developing your team in-store Complete performance evaluations and succession planning to support business &amp; team needs Retain and share your knowledge and skills with your team Collaboration, planning &amp; teamwork with in-store Visual Merchandiser team Give &amp; receive feedback with your colleagues to learn, develop &amp; support each other Responsible for the teams planning &amp; scheduling Regular communication to store colleagues to inform, motivate and inspire</p> <ul style="list-style-type: none"><li>daily, weekly meetings, etc Ensure all procedures, routines, and legal requirements in all areas of the store are followed Participate in relevant available Onboarding &amp; introduction processes, trainings and courses relevant for your role &amp; future development Retail Operations/ Visual &amp; Commercial Execution Secure a clean and tidy sales floor and back of house including stockroom areas Ensure high fashion quality, visual and commercial product presentation, with good garment care Secure good stock levels and provide input on allocation to Area team Ensure the full garment cycle•from delivery to garment presentation•and fitting room routines are according to our standards and routines set internally, utilizing all tools and technology provided Upkeep &amp; follow best practice for any in-store OMNI Services &amp; in-store tech services/tools, etc (Instore Care App, Click &amp; Collect, Smart Store etc) Secure a strong balance and the maintenance of price signs in-store and throughout the sales floor/store following guidelines according to global and local strategies &amp; sales market/regional requirements to ensure a strong and consistent price perception throughout store Updating &amp; upkeep of BOH Areas for all colleagues (key information, health &amp; safety, tidiness etc) Responsible for opening &amp; closing of store daily Who You Are To be a successful and effective Department Manager, you'll be a strong leader who enjoys taking responsibility for others.</li></ul> <p>You must be ambitious, an effective communicator, supportive, an analytical solution finder, capable of working with numbers and managing statistics. You are achievement-oriented, motivated by performance and competition to be truly customer centric. Why You'll Love Working at H&amp;M We value diverse backgrounds, including but not limited to race, ethnicity, gender, age, religion, sexual orientation, and disability We pride ourselves on being a values-driven organization, guided by our 7 unique values that have been part of our success story for over 75 years You'll have access to our Colleague Resource Groups (CRGs) to find community and networking opportunities among colleagues We are an inclusive company where you're encouraged to be yourself at work You will have access to a large global talent community, where career growth and aspirations have no limits We believe in supporting your overall wellbeing and offer comprehensive benefits inclusive of health insurance, wellness and family support programs, company match retirement plan, paid leave programs, and paid time off, including a</p>	

community day to serve your local community You'll be able to express your personal style with our employee discount at

## H&M, & Other Stories, and COS Compensation:

expected base salary range is \$18.98

- \$22.39 hourly
- 

EEOC Code:

SLS Pay Status:

Non-Exempt, Hourly

- This job posting highlights the most critical responsibilities and requirements of the job and is not all-inclusive. There may be additional duties, and responsibilities assigned for this job at the company's discretion.
- H&M, in good faith, has assessed this posted range of compensation as the accurate range for this role and location at the time of this posting.

H&M may ultimately pay more or less than the posted range depending on candidate qualifications. This range may be modified in the future. We are committed to providing reasonable accommodations for applicants with disabilities. If you require assistance or accommodation during the application or interview process, please contact us at <https://hm.ethicspoint.com>, and use Ask a Question.

## Benefits:

We offer all our employees at H&M Group attractive benefits with extensive development opportunities around the globe. All our employees receive a staff discount card, usable on all our H&M Group brands in stores and online. Brands covered by the discount are H&M (Beauty and Move included), COS, Weekday, Monki, H&M HOME, & Other Stories, ARKET, Afound. In addition to our staff discount, all our employees are included in our H&M Incentive Program

- HIP.

You can read more about our H&M Incentive Program here. In addition to our global benefits, all our local markets offer different competitive perks and benefits. Please note that they may differ between employment type and countries.

## We offer:

### 25% Staff Discount

- Medical, Pharmacy Vision and Dental Coverage
- Employee Assistance Program
- Vacation, Wellness, Holiday and Parental Pay
- 401K
- Commuter Benefits, Health and Dependent Care FSA.

Plus, additional Voluntary Benefits.

## Inclusion & Diversity:

H&M is a part of H&M Group. At H&M Group, we're determined to create and maintain inclusive, diverse and equitable workplaces throughout our organisation. Our teams should consist of a variety of people that share and combine their knowledge, experience and ideas. Having a diverse workforce leads to a positive impact on how we address challenges, on what we perceive possible and on how we choose to relate to our colleagues and customers all over the world. Hence all diversity dimensions are taken into consideration in our recruitment process. We strive to have a fair and equal process and therefore kindly ask you not to attach a cover letter in your application as they often contain information that easily can trigger unintentional biases.

## Company Description:

At H&M, our purpose is to liberate fashion for the many. We want to shape a new world in Fashion. A world with one ultimate goal: to unleash

At H&M, our purpose is to liberate fashion for the many. We want to shape a new world in fashion. A world with one ultimate goal: to unleash your self-expression. As an H&M colleague, you're encouraged to be yourself & more. You'll take on new responsibilities from day one, learn skills for life, and find new ways to make your big dreams come true. Our company is committed to fostering a culture of inclusion and belonging, and we actively seek colleagues who share our commitment. Location 1 York Galleria, York, United States Why you should apply for a job to

H&M :

4/5 in overall job satisfaction 4/5 in supportive management 100% say women are treated fairly and equally to men 100% would recommend this company to other women Ratings are based on anonymous reviews by Fairygodboss members. See all reviews

Account Manager/ Business Development	
Link to Live Job Posting: <a href="https://jobs.gogpac.com">jobs.gogpac.com</a>	
Location: York, PA	O*NET: 11-2022.00
Company: GPAC	Job Title: Account/Business Development Managers

## ACCOUNT MANAGER/ BUSINESS DEVELOPMENT IN YORK

### Date Posted:

Sunday, August 31, 2025?Job Snapshot

### Employee Type:

Permanent

### Location:

Pennsylvania , York

### Date Posted:

Sunday, August 31, 2025Job DescriptionJoin an amazing, highly reputable and highly rated Restoration organization as an Account Manager/ Business Development Manager in the Restoration Industry! Key ResponsibilitiesBuild, maintain, and strengthen professional relationships with contacts in sales territory by conducting daily marketing callsIncrease brand awareness by participating in marketing events such as professional associations, lunch-and-learns, and continuing education (CE) classesUtilize marketing software to document daily marketing calls and track all lead activity and opportunitiesProvide management with revenue updates and reports around your assigned sales territoryIncrease sales territory revenue by consistently achieving and exceeding sales territory goalsPosition RequirementsExperience in the cleaning, restoration, or insurance industry is required A minimum of two years of direct sales experienceStrong process and results driven attitude

### Strategic Thinking:

With strong organizational skills and a detail-oriented mindset.

### Tech Savvy:

Proficient in Microsoft Office and marketing software; experience with CRM tools is a plus.A track record in professional associations or similar environments.What We OfferA competitive compensation package with uncapped commission A collaborative culture where your ideas lead to action and impact.The opportunity to be at the forefront of our brand's story, making a tangible difference every day.Full benefits, 401k plan Company vehicle, phone PTO and paid holidays Growth opportunities Please submit a resume for consideration. Only those qualified applicants with a provided resume will be contacted. ALL inquires are

### CONFIDENTIAL!

All qualified applicants will receive consideration without regard to race, age, color, sex (including pregnancy), religion, national origin, disability, sexual orientation, gender identity, marital status, military status, genetic information, or any other status protected by applicable laws or regulations. GPAC (Growing People and Companies) is an award-winning search firm specializing in placing quality professionals within multiple industries across the United States since 1990. We are extremely competitive, client-focused and realize that our value is in our ability to deliver the right solutions at the right time.

Pharmacist (PRN) - DAY SHIFT - Pharmacy Operations Sterile Prod/Infusion	
Link to Live Job Posting: <a href="https://careers.340bemployed.org">careers.340bemployed.org</a>	
Location: Hershey, PA	O*NET: 29-1051.00
Company: Penn State Health	Job Title: Infusion Pharmacists
<p>Penn State Health -</p> <p>Hershey Medical Center Location:</p> <p>US:</p> <p>PA:</p> <p>Hershey Work Type:</p> <p>PRN FTE:</p> <p>0.001</p> <p>Shift:</p> <p>Day Hours:</p> <p>8</p> <p>Recruiter Contact:</p> <p>Rebecca L. Stuckey at <a href="mailto:rstuckey@pennstatehealth.psu.edu">rstuckey@pennstatehealth.psu.edu</a></p> <p>SUMMARY OF POSITION</p> <p>Responsible for assuring safe, rational, and cost effective drug therapy for patients within the Penn State Milton S. Hershey Medical Center by assuring the accuracy of drug dispensing, physician order evaluation, monitoring of drug therapy, communicating with all providers involved in the care of patients with respect to pharmacotherapy issues, participating in assuring adherence to Medical Center drug use policy, and providing pharmacotherapy education and information for physicians, nurses, and residents, students, and patients.</p> <p>MINIMUM QUALIFICATION</p> <p>(S) : Bachelor's degree in pharmacy required. Current Pennsylvania Licensure or eligibility required.</p> <p>PREFERRED QUALIFICATION</p> <p>(S) : Previous hospital pharmacy experience preferred</p> <p>WHY PENN STATE HEALTH?</p> <p>Penn State Health offers exceptional opportunities to learn and grow, exposure to a wide patient population, and the ability to provide</p>	



Penn State Health offers exceptional opportunities to learn and grow, exposure to a wide patient population, and the ability to provide individualized, innovative, and specialized care to patients in the community. Penn State Health offers an exceptional benefits package including medical, dental and vision with no waiting period as well as a Total Rewards Program that highlights a few of the many additional offerings below: Be Well with Employee Wellness Programs, and Fitness Discounts (University Fitness Center, Peloton). Be Balanced with Generous Paid Time Off, Personal Time, and Paid Parental Leave. Be Secured with Retirement, Extended Illness Bank, Life Insurance, and Identity Theft Protection. Be Rewarded with Competitive Pay, Tuition Reimbursement, and PAWS UP employee recognition program. Be Supported by the HR Solution Center, Learning and Organizational Development and Virtual Benefits Orientation, Employee Exclusive Concierge Service for scheduling.

## WHY PENN STATE HEALTH MILTON HERSHEY MEDICAL CENTER?

Penn State Hershey Medical Center is Central Pennsylvania's only Academic Medical Center, Level 1 Regional Adult and Pediatric Trauma Center, and Tertiary Care Provider. As a four-time Magnet-designated hospital, Hershey Medical Center values the hard work and dedication that our employees exhibit every day. Through our core values of Respect, Integrity, Teamwork, and Excellence, our employees are a team committed to compassionate care for our diverse patient population, our community and each other. As a valued team member, we promote continued professional development, specialty certification, continuing education, and career growth.

## YOU TAKE CARE OF THEM. WE

?LL

## TAKE CARE OF YOU.

State-of-the-art equipment, endless learning, and a culture of excellence ? that's Penn State Health. But what makes our healthcare award-winning? That's all you. This job posting is a general outline of duties performed and is not to be misconstrued as encompassing all duties performed within the position. Eligibility for shift differential pay based on the terms outlined in company policy or union contract. All individuals (including current employees) selected for a position will undergo a background check appropriate for the position's responsibilities. Penn State Health is fundamentally committed to the diversity of our faculty and staff. We believe diversity is unapologetically expressing itself through every person's perspectives and lived experiences. We are an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.

### Union:

Non Bargained

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.